

Corporate Social Responsibility Policy



Table of Contents

1.0 Scope 3

1.1 Why it matters 3

1.2 Communication 3

1.3 Policy Elements 3

2.0 Legality..... 4

3.0 Diversity and Inclusion 4

4.0 Human Rights 4

5.0 Donations and Aid..... 5

6.0 Preserving the Environment..... 5

7.0 Environmental Stewardship 5

8.0 Learning 5

9.0 Conclusion..... 6

1.0 Scope

This policy applies to our company and its subsidiaries. It may also refer to suppliers and partners where applicable.

1.1 Why it matters

In our normal business operations, we consume resources that are difficult to replace and create waste products that are difficult to manage. The waste products we produce have the potential to impact future generations. We are committed to finding and implementing sustainable changes to our ways of operating that will minimize our impact.

Initially we will be working in these areas:

1. Collaborating with our team members to ensure that we minimize energy usage where practical and reducing electricity consumption in our offices.
2. Choosing to work with vendors and suppliers, such as Cisco, who are driving forward changes to reduce the impact of their products and services on our environment.

1.2 Communication

We will communicate the impact of our actions with ISN stakeholders and customers.

1. Using existing channels to engage customers and team members, such as ISN.co.uk and LinkedIn posts by ISN team members, in addition to internal communication mechanisms, such as our electronic newsletter.
2. We will review the ISN mission, vision, and values to ensure that they are in full support of our goals.

1.3 Policy Elements

We want to be a responsible business that meets the highest standards of ethics and professionalism.

Our company's social responsibility falls under two categories: compliance and proactiveness. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

1. We strive to ensure that all our business practices are ethical.
2. No action or omission on our part will negatively impact the any person's human rights.
3. Our people are encouraged to support our environmental sustainability policies.

2.0 Legality

Our company will:

- Respect the law.
- Honour its internal policies.
- We are committed to operating both to the letter and the spirit of the law.
- Keep every partnership and collaboration open and transparent.
- Maintain our business ethics

We'll always conduct business with integrity and respect to human rights. We'll promote:

- Safety and fair dealings
- Respect toward the consumer
- Anti-bribery and anti-corruption practices
- Protecting people
- We strived to make our work environment a happy and healthy place.
- Our policies will be regularly reviewed and updated so that they remain relevant.
- Meeting or exceeding National Minimum Wage and National Living Wage rates as published by the UK Government.
- Our people are encouraged to support our environmental sustainability policies.

3.0 Diversity and Inclusion

Our goal is to offer unambiguous and fair terms of employment and to provide employees with appropriate opportunities to develop their skills and progress in their careers. Our intention to honour all applicable terms and conditions of employment.

We consider that the diversity of the ISN Ltd workforce is a strength to the business.

All employees regardless of their colour, race, religion, gender, marital status, sexual orientation, disability, or age will be treated equally, with fairness, honesty, respect and dignity. Harassment (including sexual, physical, mental, use of abusive language or offensive gestures) or bullying, in any shape or form will not be tolerated.

Any employee who is proved to have acted in a discriminatory manner or to have indulged in bullying or harassment will be subject to disciplinary action and all employees are strongly encouraged to report such incidents.

4.0 Human Rights

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair practices. We'll ensure that our activities do not directly or indirectly violate human rights in any country. We strive to ensure that all our business practices are ethical. We'll ensure that we don't risk the health and safety of our employees and community.

5.0 Donations and Aid

Our company will preserve a budget to make charity donations and promote fund raising activities. These donations will aim to support community events and the wellbeing of those in need.

We have supported several charitable organisations and initiatives and remain committed to doing so in future. An example of our work in this area is below:

Wiltshire Air Ambulance

ISN provided financial support to the organisation and receives regular updates via the Wiltshire Air Ambulance newsletter.

6.0 Preserving the Environment

Apart from legal obligations, our company will proactively protect the environment. Examples of relevant activities include:

- Recycling
- Conserving energy
- Using environmentally friendly technologies
- Supporting the community

Our company may initiate and support community investment and educational programs. We will encourage and support our employees to volunteer in the community.

7.0 Environmental Stewardship

We will continuously work to minimise our environmental footprint by implementing energy-efficient practices, reducing waste, and promoting the use of sustainable resources. We will strive to use environmentally friendly technologies and products in our operations.

8.0 Learning

We will be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates. We'll readily act to promote our identity as a socially aware and responsible business.

9.0 Conclusion

Management will review the policy and associated activities in the quarterly management reviews and communicate this policy on all levels. Managers are also responsible for resolving any Corporate Social Responsibility issues.

By implementing this CSR policy, we hope to create a positive impact on society and contribute to the sustainable development of our communities.

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